



Hello Employers! RIC appreciates the attention you give to 457/401a program participants. This email briefly highlights RIC program items that may interest you. You may access this and other helpful information on the RIC Employers webpage [here](#).



2016 Provider Update – The providers for 2016-2021 will be **Horace Mann, MassMutual, VALIC, and Voya**. The *2016 RIC At-A-Glance* includes a list of each provider's fund offerings (available from your plan details page at https://das.iowa.gov/RIC/PSE/plan_details).

If Your Plan Offers TIAA-CREF – TIAA-CREF will not be able to accept funds for payrolls issued for January 2016 and later. Any payrolls issued for December but sent in January may still contain contributions to TIAA-CREF. All contributions to TIAA-CREF for payrolls issued in January and later must stop.

Assets currently invested in TIAA-CREF 457/401a accounts may remain or may be transferred to a new provider. Current TIAA-CREF participants, who wish to continue contributions to RIC uninterrupted in January 2016, must establish an account with one of the 2016 providers listed above by December 31, 2015. Participants may select a new provider later, but contributions will not begin until the month after you receive the *RIC Account Form*.



2016 Contribution Limits – NO CHANGE – The IRS announced that the maximum annual contribution limits for 2016 will not change. Access additional contribution information [here](#).

Year	Regular	Age 50+	3-Year Catch-Up
2015	\$ 18,000	\$ 24,000	\$ 36,000
2016	\$ 18,000	\$ 24,000	\$ 36,000

Employer's Responsibility – It is the employer's responsibility to ensure that the limits are not breached. Please make sure no one is over the limit for 2015. If you have anyone who wishes to use the 3-Year Catch-Up limit, please [contact RIC for the 3-Year Catch-Up Worksheet](#).

Payroll Deduction Changes – Participants may change the amount of their contributions by completing the *RIC Account Form* available from the employer's [plan details webpage](#). Please remember to fax us a copy of the form at (515) 281-5102. Changes are effective the month after you receive the form. Encourage employees to take charge of their future by estimating their retirement income benefits using the [IPERS calculators](#).

Processing W-2s – The codes for box 12 are G for pretax payroll deductions and employer contributions and EE for Roth contributions. If a participant makes pretax *and* Roth contributions, use box 12a for pretax and box 12b for Roth.



Employer Asks – What do we do if a participant terminates employment?

RIC Responds – Send RIC an email with the participant's name and termination date. We will send the termination date to the provider. Participants are not required to withdraw funds upon termination. When they choose to withdraw funds, they can work directly with the provider. They do not need to send paperwork to you or to RIC for approval.

RIC wants to hear from you! Please submit your questions [here](#). We will respond to you directly. If the discussion's subject is beneficial for all employers, we will share the answers in our next RIC Resource Bank.